CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - ENGINEERING

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Engineering

Not Engaged (18%) Somewhat Engaged (62%) Fully Engaged (20%) Response count: 44

Are you...

1. Male

Not Engaged (17%) Somewhat Engaged (61%) Fully Engaged (22%) Response count: 36

2. Female

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

C. 25 to 34

Not Available - There are not 10 or more responses for this group.

D. 35 to 44

Not Engaged (8%) Somewhat Engaged (61%) Fully Engaged (31%) Response count: 13

E. 45 to 54

Not Engaged (7%) Somewhat Engaged (72%) Fully Engaged (21%) Response count: 14

F. 55 to 64

Not Available - There are not 10 or more responses for this group.

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

1. American Indian or Alaska Native

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (17%) Somewhat Engaged (64%) Fully Engaged (19%) Response count: 42

9. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Available - There are not 10 or more responses for this group.

D. 3 to 5 Years

Not Available - There are not 10 or more responses for this group.

E. 5 to 10 Years

Not Available - There are not 10 or more responses for this group.

F. 10 to 20 Years

Not Engaged (15%) Somewhat Engaged (54%) Fully Engaged (31%) Response count: 13

G. 20 Years or More

Not Engaged (29%) Somewhat Engaged (57%) Fully Engaged (14%) Response count: 14

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (13%) Somewhat Engaged (65%) Fully Engaged (22%) Response count: 23

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Engaged (31%) Somewhat Engaged (54%) Fully Engaged (15%) Response count: 13

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (6%) Somewhat Engaged (69%) Fully Engaged (25%) Response count: 32

3. Yes, to pursue a position in another department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Available - There are not 10 or more responses for this group.

6. Yes, to retire

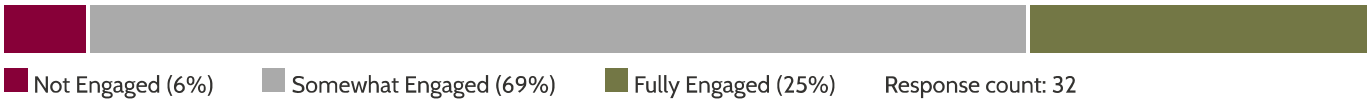
Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Stay or Leave

1. Stay



Not Engaged (6%) Somewhat Engaged (69%) Fully Engaged (25%) Response count: 32

2. Leave

Not Engaged (50%) Somewhat Engaged (40%) Fully Engaged (10%) Response count: 10

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Age Group

A. 34 or under

Not Available - There are not 10 or more responses for this group.

B. 35 to 64

Not Engaged (13%) Somewhat Engaged (61%) Fully Engaged (26%) Response count: 31

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White

Not Engaged (17%) Somewhat Engaged (64%) Fully Engaged (19%) Response count: 42

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Department

Engineering

Not Engaged (18%) Somewhat Engaged (62%) Fully Engaged (20%) Response count: 44

Employee Status Code

FT

Not Engaged (18%) Somewhat Engaged (62%) Fully Engaged (20%) Response count: 44

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